Corporate Information Management



Civilian Personnel
Information Systems Documentation

Corporate Information Management Civilian Personnel Functional Steering Committee

Supporting Documents

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7 Needed Enhancements to DOD Civilian Personnel Information Systems

Auxiliary)

Guidelines On Interim Standard Information Systems
(June 25, 1990 Comptroller Memorandum)

COMPTROLLER OF THE DEPARTMENT OF DEFENSE



WASHINGTON, DC 20301-1100

JUN 25, 1990

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
ASSISTANT SECRETARIES OF DEFENSE
DIRECTORS OF THE DEFENSE AGENCIES

SUBJECT: Guidelines on Interim Standard Information Systems

Eight Corporate Information Management (CIM) functional groups have been formed to date to develop standard functional requirements. The significant progress in implementing the CIM initiative is largely due to the caliber of people you have provided and the dedication of those people.

I have received many comments on the merits of selecting the best system in the Department (i.e., Best of Breed) and fielding that system in order to realize savings sooner. Accordingly, the attached guidelines for interim standard information systems have been developed. Comments from the CIM Council are incorporated. The guidelines establish criteria, processing and responsibilities for selecting interim standard information systems and are effective immediately.

Sean O Keef

Comptroller

Attachment

INTERIM STANDARD INFORMATION SYSTEMS GUIDELINES

These guidelines address the process of selecting, if needed, an interim standard information system for a given functional area. When required, an interim standard system(s) that avoids redundancy will be selected for use, pending the development of standard functional requirements by the CIM functional groups. Criteria, processing and responsibility for interim system selection follows.

GENERAL

- An interim standard information system will be employed only if net benefits accrue to the Department prior to deployment of the ultimate vision-driven standard system. These benefits will reflect such elements as work force impact, systems maintenance, training, and resource benefits derived from the consolidation. The likelihood that a given system will also be selected as the long-term standard system will be considered.
- An interim standard information system may be a system(s) that is
 operational in one of the Components, or it may be a hybrid system
 composed of functional/system modules built from current
 operational systems.
- If an interim standard information system(s) does not meet all functional requirements of the Components, an analysis will be conducted to determine if missing requirements warrant development and implementation.
- As each standard interim information system is designated to support specific functional areas, the development and enhancement of information systems supporting those same functional areas will be stopped. A plan with implementation milestones will be developed for transition to the interim standard system. The resources of the duplicative systems will be transferred to support each interim standard information system. Resources for maintaining the existing systems will be stopped once support of the functional area is transitioned to the interim system.

<u>CRITERIA</u> The following criteria must be met before selecting an interim system. Each functional group may add additional criteria:

- The system meets functional requirements, based on the current functional concept of operation, and is applicable and acceptable across DoD Components.
- The system is flexible enough to adjust to functionally driven operational—changes.
- The system is operational or is in an advanced state of development and partially implemented.

System implementation is technically feasible (must address ability to interface to other related functional areas).

- The system meets a set of performance standards.
- Benefits of a selected interim standard information system must exceed the costs of transition and implementation.
- · An acquisition strategy can be developed to support the transition.
- The system is consistent with Department priorities, to include significant changes occurring in the Department.
- · An executive agent is assigned/recommended to manage the system.

SELECTION PROCESS

- The CIM Council will provide a list of information systems for a specific functional area to the CIM functional group for further analysis.
- CIM functional groups will assess the capabilities of these systems based on the above criteria and provide an assessment and recommendation for each interim standard information system candidate(s) to the functional steering committee.
- The CIM Council will be provided a copy of the CIM functional group's recommendation and may provide comments to the functional steering committee.
- The functional steering committee will review the assessment of the functional group's candidate(s) and comments provided by the CIM Council, and recommend to the DoD Senior IRM Official the interim standard information system for a given functional area.
- Final approval of the interim standard system will be made by the DoD Senior IRM Official.

PRANSITION

- If an interim standard information system is selected, an executive agent will be appointed to direct the implementation and transition to the interim system. It is anticipated that the Component currently operating the selected interim standard information system will become the executive agent responsible for management, operation and maintenance of that system.
- Resources for the multiple systems to be replaced will be transferred to the executive agent for use in administering the transition to an interim system.

- . The executive agent will:
 - •• Develop a management plan to address the transition from current multiple systems to the interim standard information system. The management plan will include a reassessment of the technical cost/benefit analyses and the acquisition—strategy.
 - •• Manage all resources in support of the interim standard information system and provide periodic management reports on resource utilization.
- The functional steering committee will provide a forum for resolving Defensewide functional issues.
- The CIM Council will provide a forum for resolving Defensewide technical issues.
- The Deputy Comptroller (IRM) will monitor progress of the executive agent and ensure issues are brought to the attention of the Functional steering committee and/or the CIM Council, as appropriate.

CIM Civilian Personnel Functional Group Interpretation of Comptroller Guidelines and Format for Documentation of Interim Standard Information Systems Nominations This attachment contains the standard against which the candidate systems are evaluated.

(System Name) 1

Interim Standard Information System Candidate Evaluation

1. <u>System Description</u>: (A few sentences describing the functional coverage of the system today and in the near term (i.e. end of Fiscal Year 1991) - functions supported, current customers/users, and scope of current implementation.

2. Criteria Compliance:

a. Meets functional requirements of current functional concept and is applicable and acceptable across DoD Components.

Objective assessment of fit with current functional information systems. Use the most recent CIM CHRM Functional Group functional systems capability catalog as a reference. Except for currently recognized System Change Requests (SCRs), identify any known problems of AIS compatibility with current operations.

b. Flexible enough to adjust to functionally driven operational changes.

Two key aspects to be considered: Functional flexibility and functional interfaces. Regarding functional flexibility, comment on how easy it is to change functional (1) reference tables/ values and (2) algorithms or processes. For example, a system may be table driven in its design, thereby making value changes very easy to implement; however, all processes and algorithms may be hard coded, thereby requiring complete rewrite of programs. Regarding functional interfaces, list current and near term electronic interface requirements of the system with other systems. For those near term interfaces not yet implemented, comment on (1) data compatibility between the two systems and (2) functional complexity of interface development.

c. Operational or in an advanced state of development and partially implemented.

¹Format for documentation of Interim Standard System nominations for the CIM CHRM Functional Steering Committee

Indicate status of development, operational test and evaluation, and deployment. If system has clearly identifiable component parts, status may be documented by part.

d. Implementation is technically feasible.

State what hardware, operating system, teleprocessing monitor, data base management system, other utility software, programming languages and communications architecture is used. These parameters usually are key to how easy a system is to modify technically and how portable applications are from one hardware/software/communications environment to another. Can the system be technically implemented at all target DoD component sites? As a second key consideration, can the system accommodate growth in transaction and data base volume without major modification while retaining required performance behavior? As a third consideration, for those near term interfaces not yet implemented, comment on complexity of interface development, e.g. will require major/minor modification of telecommunications code; requires placement of translator (black box) between systems to accomplish protocol and code conversion etc.

e. Meets performance standards.

If the system is already deployed on a broad DoD Component basis, this criteria is met. If not, does a DoD-wide functional requirement exist? If yes, does the system meet it's requirements? Does the system use DoD standard data elements (i.e., those that actually exist as DoD standards and apply to the functional area)? Does the system meet user responsiveness and interface requirements? Is it easy to use? Is the system operational when the user needs it?

f. System benefits exceed costs of transition and implementation.

Provide an evaluation of costs based on options of transitioning from one system to the other. If shared operational resources are freed up as a result of a transition option, evaluate the costs based on all, part, or none of those freed up resources being productively allocated.

q. Acquisition strategy.

Is it feasible to acquire additional hardware, software licenses, telecommunications, and other required contractual support in time to realize beneficial implementation prior to development and deployment of a future single standard system?

h. <u>Consistency with DoD priorities and anticipated significant changes</u>.

Given the Phase I trends, impacts, guiding principles, and resulting vision - does the proposed interim standard system act as an impediment to change in the anticipated direction, or does it maintain the status quo, or does it move the Department forward in realizing near term and long term goals? Cite specific trends, goals, etc. that implementation or continuation of the interim standard system will support.

i. Executive agent recommendation.

Provide evaluation options for executive agent assignment based on a single system selection, two system selection and assignment of the executive agent to a DoD Component, who currently manages the system or designating an organization who does not currently manage this system.

Color Rating Scheme for ISS Criteria

1. <u>General</u>: One of four color ratings will be recorded for each criteria, except the executive agent, as applied to each candidate ISS. General definitions of each color rating are:

Blue:

Good to exemplary compliance with criteria and with all known DoD standards and architectural guidance.

Green:

Satisfactory to good compliance with criteria to satisfy near term functional support and CIM objectives.

Yellow:

Minimally acceptable to satisfactory compliance with criteria. Changes required are planned and can be accomplished within one year (by end of Fiscal Year 1991) and benefits would result.

Red:

Unacceptable to minimally acceptable compliance with criteria. Requires change to comply with criteria. Changes are unplanned and/or require more than one year to accomplish or the system can not be made to comply with criteria.

- 2. Guidelines for CIM Civilian Human Resources Management Functional Group interpretation of color ratings for each criteria are as follows:
- a. Meets functional requirements of current functional concept and is applicable and acceptable across DoD components

Blue:

Meets all documented DoD Component functional requirements and standards - no immediate change, other than currently recognized System Change Requests, is required.

Green:

Meets a significant portion of documented DoD Component functional requirements and standards. Unmet requirements are not essential to the operation of the system.

Yellow:

System requires change to satisfy sufficient functionality to warrant operation as a standard system - but that change can occur within one year.

Red:

Compliance with sufficient functionality would essentially require design and development of a new system.

b. Flexible enough to adjust to functionally driven operational changes.

Blue:

Almost all functional changes can be accomplished without reassembly or recompilation of software; applications software highly portable; demonstrated performance using current state-of-the-art hardware and software; interfaces with other systems are well described and utilize DoD standard data elements where applicable.

Green:

Large majority of functional changes can be accomplished without reassembly or recompilation of software; applications software somewhat portable; older, but currently supported hardware and/or software; interfaces with other systems are well described, though may include some data translation.

Yellow:

Majority of functional changes must be accomplished through reassembly or recompilation of software; very limited applications software portability, old hardware and/or software platform with minimum vendor support; interfaces are not well described.

Red:

Nearly all of functional changes must be accomplished by reassembly or recompilation of software; no applications software portability; obsolete hardware and/or software platform.

c. Operational or in an advanced state of development and partially implemented.

Blue:

With Milestone III or equivalent approval, the system is fully deployed and operational, or it is in the process of deployment.

Green:

With Milestone II or equivalent approval, the system is in an advanced state of development and/or operational testing.

Yellow:

With Milestone II or equivalent approval, the system is scheduled to be developed within one year, but operational testing has not been scheduled yet.

Red:

System has not reached Milestone II or equivalent approval (e.g. a prototype); or the system has Milestone II approval, but has not completed sufficient development to warrant consideration at this time.

d. Implementation is technically feasible.

Blue:

The system is designed around a portable data base management system or equivalent with a comprehensive data maintenance and definition language, a SQL compatible ad hoc query language, and a common, standard high-level programming language supporting a "front/back end" for user interface. System growth is easily accommodated without major modification or degradation of performance level. All required and known electronic interfaces between this system and other systems have been implemented and are operational.

Green:

The system is designed around a data base management system or equivalent with a comprehensive data maintenance and definition language. Portability is limited. While there is an ad hoc query language and high-level programming language support for a "front/back end" user interface, one or both are not standard or are uncommon. System growth is easily accommodated without major modification or degradation of performance level. One or more near term interfaces have not been implemented but data

definitions/formats are compatible, the communications protocol is identical, and the interface(s) development is(are) expected to be simple with only minor modification of telecommunication code required.

Yellow:

The system is designed around a data base management system or equivalent with a data maintenance and definition language. The data base is proprietary and not portable. Either the ad hoc query language or high-level programming language support for a "front/back end" user interface is missing. System growth can not be accommodated without significant modification. One or more interfaces have not been implemented, or data definitions/formats are not completely compatible and will require minor conversion, or the communications protocol is not the same, and the interface development is expected to be complex with use of a translator required.

Red:

The system is not designed around a data base management system or equivalent and has no ad hoc query language. Growth can not be accommodated without major modification. No electronic interfaces have been implemented, or detailed requirements have not been defined, or data will likely not be compatible, communications protocol is not the same, and interface development complexity is unknown.

e. Meets performance standards.

Blue:

Designed to fully comply with existing DoD and Component functional requirements, technical standards for communications, data elements, and architecture. Meets or exceeds DoD and Service ease of use, response-time, and reliability requirements.

Green:

Designed to fully comply with most existing DoD and Component functional requirements, technical standards for communications, data elements, and architecture. Most ease of use, response-time, and reliability requirements met.

Yellow:

Meets most DoD and Component functional requirements, standards for communications, data elements, and architecture. Minimally acceptable with regard to ease of use, response time, and reliability requirements accomplished.

Red:

Substantial modifications required to meet DoD and Component functional requirements, standards for communications, data elements, and architecture. Ease of use, response time, and reliability requirements not acceptable.

f. System benefits exceed costs of transition and implementation.

Blue:

Transition and implementation will provide near term benefits and cost savings. Standard systems will result in the near term.

Green:

System benefits for transition and implementation are borderline but worth the disruption to achieve a single standard system posture.

Yellow:

System benefits are costly with no clear understanding that the long term standard system will be a redesign or enhancement.

Red:

System transition and implementation are prohibitive due to the costs far exceeding the near term benefits to be derived. Transitioning should wait until the implementation strategy for the CHRM Business Plan requirements are developed.

g. Acquisition strategy.

Blue:

Additional hardware could be acquired from an existing system contract or a multi-year requirements contract. The software is Government owned or no additional software license costs required for further deployment. Communications support is already installed or can be easily installed within existing funded capability, and/or additional telecommunications traffic could be absorbed within existing funded capability. No other required contractual support is needed for deployment support.

Green:

Additional hardware could be acquired from an existing system contract or a multi-year requirements contract. Additional software license costs will be required for further deployment. Most or all communications support is already installed, but additional telecommunications traffic will require additional funding. Some level of other

required contractual support needed for deployment support and is available from an existing system contract or services contract.

Yellow:

Same as Green except that communications support must be installed and telecommunications costs will require additional funding. Significant other required contractual support will be needed for deployment support and must be negotiated from an existing system contract or services contract.

Red:

Additional hardware would require vendor negotiation using an existing system contract. Additional software license costs will be required for further deployment. Communications support must be installed and telecommunications costs will require funding by the user organizations. Significant other required contractual support will be needed for deployment support and must be negotiated from an existing system contract.

h. Consistency with DoD priorities and anticipated significant changes.

Blue:

The proposed system supports one or more Phase I trends, impacts, guiding principles and resulting visions, and/or will move the DoD forward toward realizing both near term and long term goals (e.g., as specified in DMRDs).

Green:

The proposed system does not yet support any Phase I trends, impacts, guiding principles and resulting visions, but will achieve near term goals.

Yellow:

The proposed system will maintain the status quo until the long term solution arrives.

Red:

The proposed system would act as an impediment in relation to one or more Phase I trends, impacts, guiding principles and resulting visions.

i. Executive agent recommendation.

Blue:

The recommended Component can effectively oversee and manage transition planning, system modification, full deployment, and operation of the system. The Component has a broad DoD

Component forum established which maintains functional oversight and control of the system.

Green:

The recommended Component can effectively oversee and manage transition planning, system modification, full deployment, and operation of the system. The Component has a DoD Component forum established which maintains functional oversight and control of the system.

Yellow:

The recommended Component can provide transition planning/information, system modification, deployment advice, operation of the system. The Component maintains functional oversight and control of the system.

Red:

The recommended Component can only oversee and manage modification of the system. The Component maintains functional oversight and control of the system.

Request for Interim Information Systems Recommendations (August 10, 1990 CIM Director Memorandum)



WASHINGTON, DC 20301-1100

formation Resources Management

10 AUG 1990

MEMORANDUM FOR CORPORATE INFORMATION MANAGEMENT (CIM) FUNCTIONAL GROUP LEADERS

SUBJECT: Recommendations for Executive Agent and Interim Information Systems

This tasking results from the CIM Council meeting of August 8, 1990. Functional groups are asked to recommend to their respective Punctional Steering Committee by Friday, August 17, 1990 the following:

- 1. An Executive Agent for interim information system(s) within the functional area; and
- 2. The interim information system(s) for that functional area;

OR

If unable to make a recommendation for an Executive Agency and/or an interim information system, then provide the best estimate of when this recommendation will be possible.

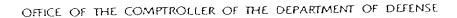
In addition, you may wish to provide any analysis or justification for the Functional Steering Committee consideration.

Please forward your recommendations through me to the Functional Steering Committee. Copies will be provided to members of the CIM Council. This information must be provided no later than Friday, August 17, 1990. Thank you.

> Director, Corporate Information Management

CIM Civilian Personnel Functional Group Response to Request for Recommendations for Interim Information Systems and Executive Agents

(August 17, 1990 Chairman, Civilian Personnel Functional Group Leader Memorandum)





WASHINGTON, DC 20301-1100

AUG 17 1990

(Information Resources Management)

MEMORANDUM FOR HUMAN RESOURCES MANAGEMENT FUNCTIONAL STEERING GROUP

THRU: DIRECTOR, CORPORATE INFORMATION MANAGEMENT

SUBJECT: Designation of Interim Standard System(s) (Civilian

Personnel)

The purpose of this memorandum is to respond to the DoD Comptroller tasking to CIM Functional Groups to report on their ability to designate one or more interim standard systems within their functional areas.

The Civilian Personnel Functional Group will not be able to designate an interim standard system by August 17, 1990. This group has just completed Phase 1 of the CIM process and has not yet begun to look at candidate systems in any detail.

This group will begin to immediately accelerate the process with the objective of arriving at a go/no go decision on the designation of one or more interim standard systems as quickly as possible. We view this as a process having two major stages:

- (1) Collect cost and resource data from the Components on the two DoD candidate systems. Use this information to decide, in very approximate terms, whether net benefits accrue to DoD if the Components migrate from two systems to one. Specifically, this process is directed at satisfying the criterion number six in the Interim Standard Information System Guidelines, which states that benefits of a selected interim standard information system must exceed the costs of transition and implementation. Given cooperation on the part of the Components, our target for completing this analysis is November 15, 1990.
- (2) Assuming that stage one as described above yields an answer which permits one to proceed on, we will then conduct a technical evaluation of the candidate systems against a set of functional, requirements and performance standards as required by the criteria. We would expect to be able to make a firm recommendation for or against designation of an interim standard system(s) by February 28. 1991.

The group may make any one of the following possible recommendations to the Functional Steering Group.

- (1) The cost comparison may indicate a positive net benefit, thus permitting a recommendation for a single system.
- (2) The cost comparison may indicate that the costs of migration exceed the net benefits. This outcome would preclude a recommendation to migrate to a single standard system. One of the following results is possible:
 - (a) Recommendation that no system be certified for adoption as an interim system.
 - (b) Recommendation that both candidate systems be certified as interim standard systems, with a single Executive Agent.
 - (c) Recommendation that both candidate systems be certified as interim standard systems, but with two Executive Agents pending decisions on designation of interim standard civilian payroll and cost accounting systems. This could be necessary because of the integrated nature of the DLA personnel/payroll/cost accounting system.

I recognize that the failure to designate one or more interim standard systems would bar access to CIM funding for needed enhancements or changes but I do not feel that a decision to require, for example, DLA to migrate to a different system or to transfer Executive Agent responsibility is prudent if made in isolation from the decisions being made by the other CIM groups and by the planning group for the Finance and Accounting Centers consolidation. I also recognize that new DoD Agencies or activities being formed as a result of consolidation efforts will need, in the relatively near-term, to make decisions about personnel and payroll systems. We would expect to be able to provide advice and guidance to the management of these new organizations concerning the merits of the candidate or designate interim standard system(s).

Although we are at an early stage in our technical review of the candidate systems, it has become very clear that a hybrid system is not a possibility in this case. The

CHRM Interim Standard Information Systems
Evaluation Summary Chart
for PDS-C and APCAPS Candidates

CHRM Interim Standard Information Systems
Evaluation Summary Chart
for PDS-C and APCAPS Candidates

CHRM INTERIM STANDARD INFORMATION SYSTEMS EVALUATION SUMMARY CHART FOR PDS-C AND APCAPS CANDIDATES

Criteria ¹	PDS-C	APCAPS	Remarks
Criteria	AF/Army/Navy	DLA	- Neillarks
Meets functional requirements across DoD components	Green	Yellow	see Att. 6 para 2a
Flexible enough to adjust to functional changes	Green	Green	see Att. 6 para 2b
System is fully or partially operational	Blue	Blue	see Att. 6 para 2c
System implementation is technically feasible	Green	Green	see Att. 6 para 2d
System meets performance standards	Green	Green	see Att. 6 para 2e
Benefits exceed cost of transition	Yellow	Red	see Att. 6 para 2f
Acquistion Strategy can be developed	Blue	Green	see Att. 6 para 2g
System is consistent with Department priorities	Blue	Blue	see Att. 6 para 2h
Executive Agent	Blue	Blue	see Att. 6 para 2i

¹ Based on Comptroller's criteria

CHRM Interim Standard Information System
Detailed Candidate Evaluation
Narrative for each Criteria

Corporate Information Management (CIM) CHRM Interim Standard Information System Candidate Evaluation

1. SYSTEM DESCRIPTIONS

- a. <u>Personnel Data System Civilian (PDS-C)</u>. PDS-C is a personnel information system which provides automated support for the primary functions of human resources management for the Air Force, Army and Navy. PDS-C provides real-time access to civilian personnel data; documents personnel actions; establishes and maintains historical data for planning analysis, reporting and forecasting. The system is fully operational in the Air Force and Navy and 90% operational in the Army (to be fully operational in February 1991). These sites represent 94% of the total DoD civilian population. The Navy version of PDS-C is the Naval Civilian Personnel Data System (NCPDS) and the Army version is the Army Civilian Personnel System (ACPERS).
- b. Personnel subsystem of the Automated Payroll, Cost and Personnel System (APCAPS). APCAPS is an integrated system which provides automated support for the primary functions of human resources management, cost and payroll for the Defense Logistics Agency (DLA) and its subordinate activities. The APCAPS personnel subsystem provides current and historical information for all serviced employees; documents personnel actions; tracks and reports a variety of personnel management processes including Labor Management/Employee Relations actions and Incentive Awards. The system is currently fully operational in DLA and it's subordinate activities. These sites represent 6% of the total DoD civilian population.

2. CRITERIA COMPLIANCE

a. Meets functional requirements of current functional concept and is applicable and acceptable across DoD components.

Blue:

Meets all documented DoD Component functional requirements and standards - no immediate change, other than currently recognized System Change Requests, is required.

Green:

Meets a significant portion of documented DoD Component functional requirements and standards. Unmet requirements are not essential to the operation of the system.

Yellow:

System requires change to satisfy sufficient functionality to warrant operation as a standard system - but that change can occur within one year.

Red:

Compliance with sufficient functionality would essentially require design and development of a new system.

Discussion:

One hundred and eighty functional capabilities were identified for evaluation in the candidate systems. These capabilities were evaluated by teams consisting, in the aggregate, of all members of the CIM functional group, using structured responses and subsequent entry into a computerized database. Both candidate systems consisted of "core" systems, which reside on mainframes and are accessible throughout the component, and auxiliary systems, which reside on minicomputers or microcomputers. The auxiliary systems may provide userfriendly front ends to the core systems or serve as implementation platforms for modules that process personnel actions or provide decision support. These systems also permit the offloading of processor intensive functions from the mainframes.

The 180 functional capabilities evaluated by the group consisted of 138 that were implemented in one or more of the core systems. These functions are listed in Appendix A of Attachment 6. Fifteen of the capabilities were not found in either of the systems. The remaining capabilities were implemented on small computers as auxiliary systems. These capabilities are listed in Appendix B of Attachment 6.

While substantial differences were found among the systems in the extent to which they exhibited the capabilities, each of the major systems, PDS-C and the personnel subsystem of APCAPS, met the majority of the capabilities. Nevertheless, the functionality of PDS-C and APCAPS was diminished by limitations in either access by users who are not frequent, trained users (PDS-C), and in access to real-time data in a relational database (APCAPS). The specific evaluations are discussed below.

PDS-C

RATING: GREEN. Of the 138 core system capabilities evaluated, the PDS-C core system used by the Air Force, Army and Navy, met 137. Among these 138 core requirements were 35 capabilities which APCAPS did not exhibit. When viewed in terms of priority groups, the distribution was as follows:

Priority	Total in Priority Group	PDS-C	Percent of Total
Mandatory	82	82	100%
Highly Desirable	33	32	97%
Desirable	23	23	100%
Total	138	137	99%

APCAPS

RATING: YELLOW. Of the 138 core system capabilities identified above, APCAPS met 103. An analysis of those core capabilities that were met by one system, but not both, showed APCAPS to meet only one capability that could not be met by PDS-C (in comparison to 28 core capabilities that were in PDS-C but not (Appendices C and D of Attachment 6). Among the in APCAPS). capabilities not exhibited by APCAPS are several groupings that detract from the ability of APCAPS to fully support the personnel management function. The most significant of these limitations fall in the areas of mobilization, EEO complaint tracking, support of foreign national direct and indirect hires, and the accommodation of nonappropriated fund personnel information. ability of the system is further impeded by the absence of a real-time environment and the resultant batch processing. limitations. With the exception of the batch processing limitations, it is assumed that most of the shortfalls could be mitigated within one to two years by a concentrated development effort, assuming the application of sufficient funds.

In terms of priority, the distribution of APCAPS core capabilities is as follows:

Priority	Total in Priority Group	APCAPS	Percent of Total
Mandatory	82	66	80%
Highly Desirable	33	23	70%
Desirable	23	14	61%
Total	138	103	75%

b. Flexible enough to adjust to functionally driven operational changes

Blue:

Almost all functional changes can be accomplished without reassembly or recompilation of software; applications software highly portable; demonstrated performance using current state-of-the-art hardware and software; interfaces with other systems are well described and utilize DoD standard data elements where applicable.

Green:

Large majority of functional changes can be accomplished without reassembly or recompilation of software; applications software somewhat portable; older, but currently supported hardware and/or software; interfaces with other systems are well described, though may include some data translation.

Yellow:

Majority of functional changes must be accomplished through reassembly or recompilation of software; very limited applications software portability, old hardware and/or software platform with minimum vendor support; interfaces are not well described.

Red:

Nearly all of functional changes must be accomplished by reassembly or recompilation of software; no applications software portability; obsolete hardware and/or software platform.

PDS-C

RATING: GREEN. PDS-C as a table driven system, exhibits optimal flexibility in meeting functional requirements. Tables can be changed quickly to meet OPM and agency requirements. system decision logic tables incorporate required civilian personnel action processes and related algorithms. The Air Force schedules four to five system change releases annually based upon new or revised civilian personnel functional requirements. releases are supplemented by "patches", which are unscheduled changes required to incorporate required changes outside the system change release cycle. In addition to the above, several system software releases are made annually. These changes modify PDS-C programs to improve the efficiency of system applications. Interfaces have been developed and implemented with OPM, various headquarters systems, payroll, and security and other DoD and non-DoD systems. Current interface development includes the Navy Civilian Pay System (NAVCIPS).

APCAPS

RATING: GREEN. APCAPS is table driven thereby making value changes easy to implement. System releases are made three to four times a year or independently as needed. Processes are hard coded rather than on tables. APCAPS currently interfaces with OPM, DLA HQ Data Bank and a number of other subsystems such as: Training, Labor Management and Employee Relations (LMER), and Incentive Awards. The Training, LMER and Incentive Award subsystems capture data downloaded from APCAPS, however, data input into these subsystems cannot be uploaded from them into APCAPS. Interfaces have been developed and implemented with DLA Security, Defense Integrated Management System (DIMES) and other DoD and non-DoD systems.

c. Operational or in an advanced state of development and partially implemented.

Blue:

With Milestone III or equivalent approval, the system is fully deployed and operational, or it is in the process of deployment.

Green:

With Milestone II or equivalent approval, the system is in an advanced state of development and/or operational testing.

Yellow:

With Milestone II or equivalent approval, the system is scheduled to be developed within one year, but operational testing has not been scheduled yet.

Red:

System has not reached Milestone II or equivalent approval (e.g. a prototype); or the system has Milestone II approval, but has not completed sufficient development to warrant consideration at this time.

PDS-C

RATING: BLUE. The core system, consisting of 138 capabilities is fully deployed and operational. Of the 42 additional functional capabilities evaluated (core and non-core), 20 are in a state of partial implementation by the Army and the Navy on small computer systems below MAISRC thresholds. Personnel Concept III (PC-III), an Air Force initiative, has met the MAISRC Milestone III and is in initial deployment and continuing development pending availability of funds. PC-III supports 32 additional functional capbilities.

APCAPS

RATING: BLUE. The core system is fully deployed and operational. Auxiliary components implemented on small computers (i.e., Personnel Action Reporting System (PARS), LMER, and Training) are in a state of partial deployment and fall below the thresholds for MAISRC review.

d. System implementation is technically feasible (must address the ability to interface to other related functional areas).

Blue:

The system is designed around a portable data base management system or equivalent with a comprehensive data maintenance and definition language, a SQL compatible ad hoc query language, and a common, standard high-level programming language supporting a "front/back end" for user interface. System growth is easily accommodated without major modification or degradation of performance level. All required and known electronic interfaces between this system and other systems have been implemented and are operational.

Green:

The system is designed around a data base management system or equivalent with a comprehensive data maintenance and definition language. Portability is limited. While there is an ad hoc query language and high-level programming language support for a "front/back end" user interface, one or both are not standard or are uncommon. System growth is easily accommodated without major modification or degradation of performance level. One or more near term interfaces have not been implemented but data definitions/formats are compatible, the communications protocol is identical, and the interface(s) development is(are) expected to be simple with only minor modification of telecommunication code required.

Yellow:

The system is designed around a data base management system or equivalent with a data maintenance and definition language. The data base is proprietary and not portable. Either the ad hoc query language or high-level programming language support for a "front/back end" user interface is missing. System growth can not be accommodated without significant modification. One or more interfaces have not been implemented, or data definitions/formats are not completely compatible and will require minor conversion, or the communications protocol is not the same, and the

interface development is expected to be complex with use of a translator required.

Red:

The system is not designed around a data base management system or equivalent and has no ad hoc query language. Growth can not be accommodated without major modification. No electronic interfaces have been implemented, or detailed requirements have not been defined, or data will likely not be compatible, communications protocol is not the same, and interface development complexity is unknown.

PDS-C

RATING: GREEN. PDS-C currently is operational on Burroughs and UNISYS hardware. The Navy is currently running PDS-C on Burroughs Equipment located at a central site in Oak Ridge, Tennessee but is in the process of transitioning to UNISYS The Army and Air Force run PDS-C on UNISYS equipment configured in a variety of ways. The Army has multiple UNISYS 1192's located at a central site in San Antonio with communication lines to each operating Civilian Personnel Office and Equal Employment Opportunity Office. The Air Force runs PDS-C on UNISYS equipment located at each Air Base; the system shares hardware resources with other applications running on the base level computer. The Air Force has developed and maintains some unique languages that it uses to operate the system. They are: (1) DESIRE (Direct English Statement Information Retrieval) - a powerful ad hoc retrieval language that produces output in any format specified by the user and in any output medium. SAMUEL (Steiner Anderson Moore Update Edit Language) - a decision logic table formatted language that edits the data, screens the files for suspenses, updates files, etc., both on-line and in batch mode. This allows for approximately 95% of changes to be done via table updates without affecting processing logic. RIP (Report Individual Person) - produces printed products on an individual basis such as the Standard Form 50. New users of PDS-C must currently use UNISYS hardware.

APCAPS

RATING: GREEN. The APCAPS Personnel Sub-system is designed around a data base management system - CINCOM Total Information System (TIS) which is a proprietary product of Cincinnati Computer Products Inc. It contains a comprehensive data maintenance and definition language. A site license is needed to operate copies of these products at new sites. CINCOM MANTIS (4GL) is a high level programming language that supports a front/back end user interface which provides screen painting with input validation using the TIS data base. It also provides an ad hoc query language. System growth is accommodated without

program changes through the Operating System's Job Control Language used to increase file sizes (among other variables in the operating environment) on fixed storage devices, i.e. disk devices. Interfaces are planned for data feeds to the core system from applications hosted on the DLA departmental and personal computer equipment. Communication protocol is facilitated across all three tiers of hardware architecture through communication switching equipment and the use of the DLA Telecommunications Network System (DLANET).

Technical Operational Environment

DLA and the Services have adopted a similar computer hardware architectural structure for base level support of information systems. This structure involves three tiers. The corporate tier is supported by large mainframe computers receiving input either on site at the base level or via long distance telecommunications lines to central processing sites. The civilian personnel "core" system is found at this level. At the departmental tier, electronic mail, server capability, networking of office automation applications are found utilizing minicomputers. On the personal computer tier, word processing, spreadsheet, data base, expert systems, artificial intelligence and executive information systems are typical.

The following lists the varieties and vendors of the hardware that are involved in these three tiers of support of the current civilian personnel function.

PDS-C	APCAPS	
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CORPORATE TIER:

Hardware	UNISYS 1192 (2) UNISYS 2200 Burroughs B4925 Burroughs B3955 Burroughs B2925 Burroughs B2930	IBM - 3084 AMDAHL - 5860/70/80 NAS - 9080
Operating System	Exec. Level 41.R5 (SB3) MCPIX 704	IBM MVS - SP/XA
Teleprocessing Monitor		CINCOM E/I/CM
Data Base Mang. System	DMS 1100	CINCOM TIS/SUPRA
Other Utility Software Data Dictionary	UNISYS EXEC. Software	Data Element Standardization Sys. Mechanized Specification Sys.

Programming Languages

MASM COBOL SAMUEL ASMBLR COBOL-74

CINCOM MANTIS (4GL) CINCOM COBOL-XT (ON-LINE COBOL)

Communication

Architecture

DCP-40 front end Local 3270 to Direct Lines Satellite Dial-Up DDN

Mainframe Remote 3270 Thru NCR COMTEN Front-end

Processor

CP-3680

P-3680 LAN Intelligent Work
Select Protocol Select Protocol Converters

DEPARTMENTAL TIER:

Host

AT&T 3B2

AT&T 3B2

Software

UNIX - 05 ACCELL (4GL) ACCELL IQ

UNIX - 05 ACCELL (4GL) ACCELL IQ

Communication

Architecture

LAN DIRECT DDN

LAN DIRECT DDN

PERSONAL COMPUTER TIER:

Host

PC-Zenith 248 UNISYS 5000/70 W/B26 Terminals PC-Zenith 248

Software

INGRESS, BTOS FOXPRO, ICC

ENABLE

e. Meets Performance Standards

Designed to fully comply with existing DoD and Component functional requirements, technical standards for communications, data elements, and architecture. Meets or exceeds DoD Component ease of use, response time, and reliability requirements.

Green:

Designed to fully comply with most existing DoD and Component functional requirements, technical standards for communications, data elements, and architecture. Most ease of use, response time, and reliability requirements met.

Yellow:

Meets most DoD and Component functional requirements, standards for communications, data elements, and architecture. Minimally acceptable with regard to ease of use, response time, and reliability requirements accomplished.

Red:

Substantial modifications required to meet DoD and Component functional requirements, standards for communications, data elements, and architecture. Ease of use, response time, and reliability requirements are not acceptable.

PDS-C

RATING: GREEN. PDS-C is fully deployed in both the Air Force and the Navy. It will be fully deployed at all Army sites by February 1991. PDS-C currently supports 107 Federal Agencies and sub-agencies, including the General Services Administration and the Department of Labor. PDS-C meets the OPM standard data element requirements of FPM Supplement 296-33, FPM 298, FPM Supplement 292 and the OPM Central Personnel Data File (CPDF) as well as the services' own policy requirements. The front end user interface requires familiarity with system processing procedures and nomenclatures and is not considered to be "userfriendly". User friendly interfaces have been and are being developed which significantly improve the upfront user interface. System messages, on line, inform users regarding specific problems with their input. PDS-C currently interfaces with ten different DOD and non-DOD payroll systems per criteria specified by the receiving organization. The system back end interface uses an Air Force developed ad hoc retrieval language which allows the user to retrieve data and produce output in virtually any format or medium. The system is available to the user throughout the workday. System batch processes and maintenance are accomplished at night and on weekends.

APCAPS

RATING: GREEN. The APCAPS personnel subsystem is fully deployed within the DLA and two other DoD components (Defense Investigative Service and Defense Communications Agency). Two other DoD components (Defense Contract Audit Agency and Defense Finance and Accounting Service) are targeting deployment to the

system in FY91. A non-DoD component, the Executive Office of the President is also targeting deployment in FY91. APCAPS is a fully integrated payroll, cost, and personnel system. The system utilizes OPM standard data element requirements of FPM Supplement 296-33, FPM 298, FPM Supplement 292 and the OPM Central Personnel Data File as well as the DLA's and it's customer agency requirements. The front end user interface is "user friendly" and allows the new user to quickly utilize the system. The back end user interface includes both standard and ad hoc report generating capabilities. The ad hoc capability is easy to use but is unable to translate encoded system values. The system is available to users throughout the workday. However, due to the integrated operation of the system, a personnel batch process cannot be run, on the first day of each pay period.

f. System benefits exceed costs of transition and implementation.

Blue:

Transition and implementation will provide near term benefits and cost savings. Standard systems will result in the near term.

Green:

System benefits for transition and implementation are borderline but worth the disruption to achieve a single standard system posture.

Yellow:

System benefits are costly with no clear understanding that the long term standard system will be a redesign or enhancement.

Red:

System transition and implementation are prohibitive due to the costs far exceeding the near term benefits to be derived. Transitioning should wait until the implementation strategy for the CHRM Business Plan requirements are developed.

ANALYSIS OF SYSTEM OPERATING COSTS

Projected system operating and support costs were requested from the Army, Navy, Air Force and Defense Logistics Agency. Costs were grouped by Operating and Facilities Management, Programming and Systems Analysis, ADP Equipment, Communication Lines and Equipment, Software, Training, Functional Requirements and Analysis, Customer Service, Testing and Documentation, Travel and Other. The estimated costs of converting DLA's personnel support from APCAPS to PDS-C were also obtained from the Air

Force and DLA. The costs of future (FY92 - FY95) hardware upgrades or replacements and major developments/enhancements were also requested and considered in evaluating the cost of conversion from PDS-C TO APCAPS and APCAPS to PDS-C. The following table is a summary of the estimated FY91 operating and support costs, and estimated enhancements for FY92 through FY95.

OPERATING & SUPPORT COSTS (\$ MILLIONS)	Army	Navy	Air Force	DLA
LABOR	5.1	5.9	9.3	2.5
NON-LABOR	9.1	4.1	3.9	1.1
TOTAL	14.2	10.0	13.2	3.6
HARDWARE ENHANCEMENTS (FY92 - FY95)	4.7	0	0	2.1
SOFTWARE ENHANCEMENTS (FY92 - FY95)	0	0	0	5.0

TRANSITION TO PDS-C

RATING: YELLOW. Cost estimates to convert DLA to PDS-C were identified by both Air Force and DLA. These costs are identified as the cost of interfacing PDS-C with the APCAPS payroll subsystem and annual operating costs. Air Force presented costs on three options for operating PDS-C. These options are (1) implementation on DLA procured equipment, (2) timesharing with GSA, and (3) timesharing with Air Force. Costs of operating these three options as estimated by the Air Force are as follows:

Option 1. DLA Implementation (Onetime Costs		1,700,000
DLA Annual Operating		300,000
Option 2. GSA Timeshare Cost	\$	816,000
Option 3. Air Force Timeshare	Costs \$	475,200

It is assumed that the interface costs will be the same for each of the three operating options. Thus, considering only annual operating cost, Air Force timesharing (option 3 above) appears to be the "least cost" solution to replace the APCAPS personnel subsystem with PDS-C.

Air Force estimates an implementation of PDS-C (considering both systems maintenance and timesharing) in the last two quarters of FY91 would cost \$655,000 and that FY92 costs would be \$1,216,200.

DLA estimates that the onetime cost to provide the interface between PDS-C and APCAPS would be \$ 1,080,000. This cost includes both DLA and Air Force costs for software development.

DLA's estimated FY91 operating cost of the personnel subsystem of APCAPS is \$ 3,626,000. Of the amount, DLA estimates \$3,000,000 will continue to be experienced as a cost of operating the PDS-C interface in APCAPS. The remaining \$ 626,000 which is the current cost of DLA programmer and functional systems analyst support would be eliminated with the conversion to PDS-C.

Considering Air Force timesharing as the most viable option to transition DLA to PDS-C, a cost benefit analysis can be made.

Costs considered:

(in	millions)
Development of PDS-C interface with APCAPS (one time)	
	\$ 1.080
Annual operating cost for PDS-C/APCAPS interface	\$ 3.000
(6 month operating cost \$ 1.500)	

Based on Air Force least cost option:

Estimated FY91	timeshare/maintenance c	cost (paid	to	AF)	\$ 0.655
Estimated FY92	timeshare/maintenance c	cost (paid	to	AF)	\$ 1.216

Current operating cost of APCAPS personnel subsystem \$ 3.626 (6 month operating cost \$ 1.813)

FY91 COST BENEFIT ANALYSIS:

If PDS-C is implemented in the second half of FY91, DLA would operate six months under each system. The costs of operations would be as follows:

(in millions)

(111	mTTTTOHS)
PDS-C/APCAPS Interface Cost (one time cost)	\$ 1.080
APCAPS 6 month operating cost	\$ 1.813
Operating Costs for PDS-C/APCAPS interface (6 months)	\$ 1.500
FY91 timeshare/maintenance cost (paid to AF)	\$ 0.655
Total FY91 operating cost	\$ 5.048

FY92 COST BENEFIT ANALYSIS:

This is the estimated recurring costs for a full year of operations and maintenance if the Personnel Subsystem of APCAPS is transitioned to PDS-C:

	(in millions)
FY92 timeshare/maintenance cost (paid to AF)	\$ 1.216
Operating Costs for PDS-C/APCAPS interface	\$ <u>3.000</u>
Total FY92 Operating Costs	\$ 4.216
Total FY92 Operating Costs	\$ 4.216

Final cost analysis (\$ millions)	FY91	FY92
DLA cost to operate on PDS-C plus APCAPS interface	5.048	4.216
DLA cost to operate the personnel subsystem of APCAPS if there is no transition to PDS-C	3.626	3.626
Net operating loss by transition	(1.422)	(0.590)

TRANSITION TO APCAPS

RATING: RED. The cost to convert the organizations within DoD to APCAPS was estimated to be 15 to 20 million dollars by the DLA Central Design Activity APCAPS Directorate. The major element of this cost is the procurement of 5 IBM mainframe computers to support the conversion. PDS-C runs on UNISYS Sperry mainframe computers. Conversion would also require training of a wide range of the personnel and operating staffs of the Military Services and a number of Defense Agencies. Consideration would also have to given to the impact on activities outside of DOD that are currently supported by PDS-C. These include OMB, GSA, Labor and Treasury among others. This conversion option does not appear to be a cost effective decision.

g. An acquisition strategy can be developed to support the transition.

Blue:

Additional hardware could be acquired from an existing system contract or a multi-year requirements contract. The software is Government owned or no additional software license costs are required for further deployment. Communications support is already installed or can be easily installed within existing funded capability, and/or additional telecommunications traffic could be absorbed

within existing funded capability. No other required contractual support is needed for deployment support.

Green:

Additional hardware could be acquired from an existing system contract or a multi-year requirements contract. Additional software license costs will be required for further deployment. Most or all communications support is already installed, but additional telecommunications traffic will require additional funding. Some level of other required contractual support needed for deployment support and is available from an existing system contract or services contract.

Yellow:

Same as Green except that communications support must be installed and telecommunications costs will require additional funding. Significant other required contractual support will be needed for deployment support and must be negotiated from an existing system contract or services contract.

Red:

Additional hardware would require vendor negotiation using an existing system contract. Additional software license costs will be required for further deployment. Communications support must be installed and telecommunications costs will require funding by the user organizations. Significant other required contractual support will be needed for deployment support and must be negotiated from an existing system contract.

PDS-C

RATING: BLUE. The Air Force Computer Service Center (CPSC) located at San Antonio, Texas can provide timeshare services for the DLA Personnel subsystem workload. No software license costs are required. Communications equipment is already installed for the most part although a cost to link from the DLA Telecommunications Network System to the facility would be involved. These costs can be absorbed within existing funding capability.

APCAPS

RATING: GREEN. Additional peripheral hardware is available from an existing system contract. Additional CPU hardware of the size (IBM 3090-600E) and quantity (5) needed could be acquired from a multi-year requirements contract. Additional software license costs for the DBMS could be necessary depending on whether existing site licenses are freed up as a result of DLA's

Information Processing Center consolidations currently underway. The infrastructure for telecommunications support is already installed. Some telecommunications connections will be needed for deployment support which will require funding.

h. Consistency with DoD priorities and anticipated significant changes.

Blue:

The proposed system supports one or more Phase I trends, impacts, guiding principles and resulting visions, and/or will move the DoD forward toward realizing both near term and long term goals (e.g., as specified in DMRDs).

Green:

The proposed system does not yet support any Phase I trends, impacts, guiding principles and resulting visions, but will achieve near term goals.

Yellow:

The proposed system will maintain the status quo until the long term solution arrives.

Red:

The proposed system would act as an impediment in relation to one or more Phase I trends, impacts, guiding principles and resulting visions.

PDS-C

RATING: BLUE.

<u>APCAPS</u>

RATING: BLUE.

Both systems are considered to meet the blue criteria and support current Phase I trends, impacts and guiding principles and it is anticipated that they can meet the long term goals.

i. Executive agent recommendation.

Blue:

The recommended Component can effectively oversee and manage transition planning, system modification, full deployment, and operation of the system. The Component has a broad DoD Component forum established which maintains functional oversight and control of the system.

Green:

The recommended Component can effectively oversee and manage transition planning, system modification, full deployment, and operation of the system. The Component has a DoD Component forum established which maintains functional oversight and control of the system.

Yellow:

The recommended Component can provide transition planning/information, system modification, deployment advice, operation of the system. The Component maintains functional oversight and control of the system.

Red:

The recommended Component can only oversee and manage modification of the system. The Component maintains functional oversight and control of the system.

Options for consideration in the recommendation of an Executive Agent or Agents.

OPTION 1 - Two interim systems, two executive agents

RATING: BLUE. Two interim systems are recommended (PDS-C and APCAPS), with Air Force and DLA considered as Executive Agents for their respective systems. No transfer of central design activity resources are made.

OPTION 2 - Two interim systems, one executive agent

RATING: BLUE. Two interim systems are recommended (PDS-C and APCAPS), with one Executive Agent. Either Air Force or DLA should be considered as the prime candidates for Executive Agent. Another option may be to establish a field operating activity of CPP. The organization recommended should be able to oversee/manage transition planning, system modification, full deployment, and operation of the system. All central design activity resources are transferred to the executive agent.

OPTION 3 - One interim system, one executive agent

RATING: BLUE. One interim system is recommended, PDS-C or APCAPS, and an Executive Agent other than Air Force or DLA is recommended. One candidate under this option may be the establishment of a field operating activity of Civilian Personnel Policy. All central design activity resources are transferred to the executive agent.

Regardless of the above options, in the event that a defense personnel agency is established, then the Executive Agent

decision should be revisited as long as it is not inconsistent with the charter of that agency.

Functional Capabilities of Core Systems

Core System Capabilities Mainframe Only

A Manpower Authorization Control

Automated position authorization, estab. & history Automated preparation of org charts & update by svcd orgs

B Position Classification and Record Keeping

Identify & track positions in health risk areas Identify physical requirements of positions Tickler notices indicating time for position audit

C Classification of Past Experience

Automatic updating of history when emp moves to new job Maintain work history for employees last 25 positions

D Injury Compensation

Identify employees receiving injury compensation
Injury comp data accumulated centrally - automated chargeback
Interface with payroll system for employees on injury comp
Track Continuation of Pay resulting from on-the-job injury
Track suspense dates - Automated reminders of key dates

E Employee Benefits

Automated estimating of CSRS annuities
Automated estimating of FERS annuities
Automated transfer of benefit data to Payroll system
Maintain employee data on FEHB, FEGLI, TSP, and retirement
Notify employees re expiration of elig to convert to FERS
Track suspense dates for eligibilities

F Interface with non-civilian personnel functions

Automated interface with payroll for recording time & attend Automated system to combine financial & personnel data Interface with mgmt sys (payroll, manpower, Hq, OPM, DMDC) Managers can perform analysis of budgetary impacts Rpts on actual expenses (salaries, benefits, entitlements)

G Unemployment Compensation

Provide capability to track, report, and validate claims

H Discipline and Adverse Actions

Provide info on disciplinary and adverse action processes

I Security

Provide tickler notices on pending security clearances Provide tickler notices on security updates

Core System Capabilities Mainframe Only

Security clearances: level, number, system interfaces

J Performance Management

Maintain info for trend analysis & problem identification
Maintain info on current & last 5 appraisals
Manage the performance appraisal process
Report performance appraisal data
Track probationary/trial period & provide suspense notices
Track SES probation period & provide suspense notices
Track supervisor/manager probation & provide suspense notice

K Non-pay status actions other than disciplinary

Automatically return empl to duty when non-pay status ends Provide notification to supv when LWOP & furlough expires

L Retained Grade

Maintain data for pay & promotion under retained grade

M Awards (including Suggestions)

Provide information on incentive awards & honorary awards

N CCPO Management

CCPO workload tracking system
List total number of vacant positions, with recrtment status
Pre-programmed reports of Strength, Service Control File, et
Processing of pers actions (SF-50) in conformance with OPM rqs
Report generation: ad-hoc, pre-formatted
SF-52 Fallback, recovery, and backup
SF-52 Generation of statistics and reports
SF-52 Tracking
Tickler on due dates for physical examinations

O Equal Employment Opportunity and Reporting

Process & track formal individual complaints of discrim
Process & track informal individual complaints of discrim
Process & tracking of formal class actn complats of discrim
Process & tracking of informal class actn complats of discri
Provide employee status info by Handicap/Disability code
Provide employee status info by sex
Provide employee status info from each RNO group
Provide info needed to assess underrep within work force
Provide info on accomp of affirm action goals & objectives
Provide information to calculate adverse impact

P Staffing and Placement

Automated internal placement with worldwide connectivity Automated merit promotion closeout records Automated rating and ranking, includes past employm history Construct and retain retention registers

Core System Capabilities Mainframe Only

Interfaces with affirmative employment plan
Prepare and maintain staffing plans
Produce tickler for conversion from career cond to career
Suspense & track actions: nonpay status, prob period, etc
Track employee clearance relative to position sensitivity
Track progress of employees in developmental assignments
Track suspns dts for temp promotns, details, & temp assnmnts

Q Applicant Identification and Record Keeping

Info on awards, training, perfrmnce, edction, & expr of appl Minority, sex, & handicap information on applicants

R Agency Career Programs

Career program identified in applicable employment records

S Education, Certificates, and Licenses

Education level, academic discipline, recorded Provide information on prof certificates and licenses

T Employee Development and Training

Automated training budget development from approved training Automates the development of the annual training plan Certificates of course completion Electronic access/input to training needs surveys Electronic monitoring of requested vs actual training Electronic tracking of personnel training Generate class rosters
Match training availability to needs
Monitor length of service agreements
Prepare course acceptance letters
Produce training plan on basis of duties & respons in posn Schedule & enroll participants in on-site courses
Track training costs by organization and employee

U Labor Management Relations

Provide information on employee assistance programs
Report bargaining unit status
Report number and types of Unfair Labor Practice complaints
System supports merit pay

V Complaints and Appeals

Complaints & appeals info is available to all rptng channels Identify grievances and decisions rendered Provide grievances info (both negotiated & agency proced) Provide info on appeals (decisions and actions)

W Mobilization and Emergency-Essential Programs

Can operate mobilization module from emrgnys command cntrs Identification and placement of overseas evacuees & family

Core System Capabilities Mainframe Only

Identify additual postus required in mobilization scenario
Identify emergency essential positions
Identify key positions occupied by ready reservists
Identify military retirees in current work force
Identify reservists in civilian work force
Maintain key data elements on emergency essential positions
Support time-phased mobilization requirements
System supports WARMAPS

X Skills Inventory Data

Automated skills inventory data file

Y Computer System Control

Download/upload data from mainframe master files to PC's Electronic history maintenance i\f with HQ. system Front-end validation of personnel actions History data longevity
Input/access to data - flow to personnel office, mainframe List products generated by system each day Menu-driven screens for data entry Menu-driven screens for retrieval of data Menu-driven screens for viewing data On-line access for making queries to the data base On-line access for viewing data On-line access with validation/updating capability Produce system utilization & scheduling reports for sys mgr Report end-of-day edits, with explanations Report to user for confirmation of validity of data on syst Report to user to confirm data recently entered Reserve set of data elements for discretionary use by agency Reserve set of data elements for local discretionary use User friendly input screens, transaction-oriented

Z Demonstration Programs

Accommodate DoD demonstration projects

AA Compensation

Automatic processing of routine actions: WIGI, pay adj, etc Calculate merit pay Maintain data on retained pay Set pay as part of placement process Set pay through automated application of pay tables

AC Non-standard Personnel Categories

Data on Direct Hire Foreign National employees
Data on Indirect Hire Foreign National employees
Data on NAF employees
Interface between NAF personnel and payroll systems
Non-standard personnel procedures (e.g., Title X, pay bands)

Core System Capabilities Mainframe Only

AD Integration with Other Information Systems

Automated conversion to CPDF/DMDC formats during data export Share data with systems of other agencies (DOL, States, etc)

Total Number of Functional Capabilities Evaluated: 138

PC-III Capabilities Minicomputer Networks

C Classification of Past Experience

Automated SF-172 for education, experience, training by empl

D Injury Compensation

Employee/supvsr enter CA-1/2 form from terminal Generate CA-16/17 for physicians' use Match injured employees physical capabilities with positions

E Employee Benefits

Automated on-line FEHB registration by employees (SF 2809) Empl can review and update FEHB participation info on-line Empl can update FERS & TSP participation info on line

F Interface with non-civilian personnel functions

Rpts on actual expenses (salaries, benefits, entitlements)

N CCPO Management

SF-52 Computer-assisted document creation

SF-52 Electronic authentication/approval

SF-52 Electronic filing subsystem

SF-52 Electronic transmission and tracking of documents

P Staffing and Placement

Electronic access to job announcement information Track, schedule physical examinations & follow-ups

Q Applicant Identification and Record Keeping

External applicants: automated referral & selection External applicants: build employee rcd from applicant file

R Agency Career Programs

Electronic access to career brief by employee, supv, CPO Electronic access to career opportunity announcements by emp Electronic maintainance by career registrant to own record

T Employee Development and Training

Automates the development of the annual training plan Electronic access/input to training needs surveys Electronic monitoring of requested vs actual training Electronic tracking of personnel training Generate class rosters
Match training availability to needs
Prepare course acceptance letters
Produce training plan on basis of duties & respons in posn Schedule & enroll participants in on-site courses
Track training costs by organization and employee

Y Computer System Control

Input/access to data - flow to personnel office, mainframe
User friendly input screens, transaction-oriented

AA Compensation

Initiate processing for PCS moves

Total: 32

Navy-Army Auxiliary Systems & Interfaces Microcomputer-Based

B Position Classification and Record Keeping

Automated production of PD's with evaluation statements

D Injury Compensation

Employee/supvsr enter CA-1/2 form from terminal Track suspense dates - Automated reminders of key dates

E Employee Benefits

Automated estimating of FERS annuities Empl can review and update FEHB participation info on-line Empl can update FERS & TSP participation info on line

N CCPO Management

SF-52 Computer-assisted document creation

SF-52 Electronic authentication/approval

SF-52 Electronic filing subsystem

SF-52 Electronic transmission and tracking of documents

SF-52 Fallback, recovery, and backup

P Staffing and Placement

Automated merit promotion closeout records
Automated rating and ranking, includes past employm history
Automated RIF & outplacement - match people with positions
Generate KSA's on basis of duties & responsibilities

Q Applicant Identification and Record Keeping

External applicants: automated referral & selection

T Employee Development and Training

Automated system for trng requests & associated tvl orders

Y Computer System Control

Input/access to data - flow to personnel office, mainframe
User friendly input screens, transaction-oriented

AA Compensation

Initiate processing for PCS moves

Total: 20

DLA Auxiliary Systems & Interfaces Minicomputer-Based

D Injury Compensation

Identify employees receiving injury compensation

E Employee Benefits

Automated estimating of CSRS annuities

H Discipline and Adverse Actions

Provide info on disciplinary and adverse action processes

M Awards (including Suggestions)

Provide information on incentive awards & honorary awards

N CCPO Management

SF-52 Computer-assisted document creation

SF-52 Electronic authentication/approval

SF-52 Electronic filing subsystem

SF-52 Electronic transmission and tracking of documents

SF-52 Fallback, recovery, and backup

SF-52 Generation of statistics and reports

SF-52 Tracking

T Employee Development and Training

Automated training budget development from approved training Automates the development of the annual training plan Electronic access/input to training needs surveys Electronic monitoring of requested vs actual training Electronic tracking of personnel training Generate class rosters
Match training availability to needs
Prepare course acceptance letters
Produce training plan on basis of duties & respons in posn Schedule & enroll participants in on-site courses
Track training costs by organization and employee

U Labor Management Relations

Provide information on drug testing program
Provide information on employee assistance programs
Report bargaining unit status
Report number and types of Unfair Labor Practice complaints

V Complaints and Appeals

Complaints & appeals info is available to all rptng channels Identify grievances and decisions rendered Provide grievances info (both negotiated & agency proced) Provide info on appeals (decisions and actions)

Total: 30

PDS-C vs. APCAPS The Differences Core Systems

		PDS-C	APCAPS
В	Position Classification and Record Keeping		
Identif	y & track positions in health risk areas	Y	N
D	Injury Compensation		
Injury	comp data accumulated centrlly - automated chargeback	Y	N
F	Interface with non-civilian personnel functions		
Automat	ed interface with payroll for recording time & attend	N	Y
G	Unemployment Compensation		
Provide	capability to track, report, and validate claims	Y	N
I	Security		
Provide	tickler notices on pending security clearances tickler notices on security updates	Y Y	N N
	y clearances: level, number, system interfaces	Y	N
N	CCPO Management		
	tal number of vacant positions, with recrtment status on due dates for physical examinations	Y Y	N N
0	Equal Employment Opportunity and Reporting		
Process	& track formal individual complaints of discrim & track informal individual complaints of discrim	Y Y	N N
Process	& tracking of formal class actn complets of discrim & tracking of informal class actn complets of discri	Y Y	N N
Provide	information to calculate adverse impact	Ÿ	N
P	Staffing and Placement		
Automat Automat	ed internal placement with worldwide connectivity ed merit promotion closeout records	Y Y	N N
Automat	ed rating and ranking, includes past employm history ation and revision of Service Computation Date	Y Y	N N
Generat	ce KSA's on basis of duties & responsibilities aces with affirmative employment plan	Y Y	N N

	PDS-C	APCAPS
Prepare and maintain staffing plans Track employee clearance relative to position sensitivity	Y Y	N N
W Mobilization and Emergency-Essential Programs		
Identify additual postus required in mobilization scenario Identify key positions occupied by ready reservists	Y Y	N N
X Skills Inventory Data		
Automated skills inventory data file	Y	N
Y Computer System Control		
Reserve set of data elements for local discretionary use AC Non-standard Personnel Categories	Y	N
Data on Direct Hire Foreign National employees Data on Indirect Hire Foreign National employees Data on NAF employees	Y Y Y	N N N

Number of Differences: 29

Capabilities of PDS-C Relative to APCAPS: 28 Capabilities of APCAPS Relative to PDS-C: 1

Non-Core Systems The Differences

	AF/AR/ NAV	DLA
	allo electro contro delle series	which with drive their man
B Position Classification and Record Keeping		-
Automated production of PD's with evaluation statements	Y	N
J Performance Management		
Generate performance standards on basis of duties & respons	Y	N
M Awards (including Suggestions)		
Estimate budget impact on award distribution	Y	N
P Staffing and Placement		
Automated RIF & outplacement - match people with positions	Y Y	N N
Calculation and revision of Service Computation Date Generate KSA's on basis of duties & responsibilities	Ÿ	N
Number of Differences: 6		
Capabilities of AF/Army/Navy Systems Relative to DLA Systems Relative to AF/Army/Navy Sys	stems:	6 0

Ability of Systems to Meet Functional Priorities Core Systems

Mandatory

Desirable

Highly Desirable

Priority 1:

Priority 2:

Priority 3:

N: Not Implemented F: Fully Implemented I: Impl underway P: Partially Impl Impl begins 90 days Y: Impl begins one year AF AR NA DLA S: Priority: 1 C Classification of Past Experience Automatic updating of history when emp moves to new job F Maintain work history for employees last 25 positions D Injury Compensation F F Ι Identify employees receiving injury compensation N Injury comp data accumulated centrally - automated chargeback F N P N F F F F Track Continuation of Pay resulting from on-the-job injury Track suspense dates - Automated reminders of key dates Employee Benefits F N P F Automated transfer of benefit data to Payroll system F F F F Maintain employee data on FEHB, FEGLI, TSP, and retirement F F Notify employees re expiration of elig to convert to FERS F F F F F Track suspense dates for eligibilities Interface with non-civilian personnel functions F F Automated system to combine financial & personnel data Y Interface with mgmt sys (payroll, manpower, Hq, OPM, DMDC) F Discipline and Adverse Actions Η F F Ι F Provide info on disciplinary and adverse action processes I Security F F N Provide tickler notices on pending security clearances F F F N Security clearances: level, number, system interfaces Performance Management Maintain info for trend analysis & problem identification F F Maintain info on current & last 5 appraisals F F F P P F Manage the performance appraisal process F F F F F Report performance appraisal data F F Track probationary/trial period & provide suspense notices

F: Fully Implemented N: Not Implemented P: Partially Impl I: Impl underway S: Impl begins 90 days Y: Impl begins one year	<u>AF</u>	AR	<u>NA</u>	DLA
Track SES probation period & provide suspense notices Track supervisor/manager probation & provide suspense notice	F F	F F	F F	F F
K Non-pay status actions other than disciplinary				
Provide notification to supv when LWOP & furlough expires	F	F	F	F
L Retained Grade				
Maintain data for pay & promotion under retained grade	F	F	F	F
M Awards (including Suggestions)				
Provide information on incentive awards & honorary awards	F	F	F	F
N CCPO Management				
CCPO workload tracking system List total number of vacant positions, with recrtment status Pre-programmed reports of Strength, Service Control File, et Processing of pers actions(SF-50) in conformance with OPM rqs Report generation: ad-hoc, pre-formatted SF-52 Generation of statistics and reports	F F F F F	44444 4444	F F F F F	P N F P F
O Equal Employment Opportunity and Reporting				
Process & track formal individual complaints of discrim Process & tracking of formal class actn complats of discrim Provide employee status info by Handicap/Disability code Provide employee status info by sex Provide employee status info from each RNO group Provide info needed to assess underrep within work force Provide info on accomp of affirm action goals & objectives Provide information to calculate adverse impact	N F F F F F F F	F F F F F F F N	SSFFFF FFFN	N N F F F F F N
P Staffing and Placement				
Construct and retain retention registers Produce tickler for conversion from career cond to career Suspense & track actions: nonpay status, prob period, etc Track suspns dts for temp promotns, details, & temp assnmnts	F F F	F F F	F F F	F F F
Q Applicant Identification and Record Keeping				
Minority, sex, & handicap information on applicants	F	F	F	F
R Agency Career Programs				
Career program identified in applicable employment records	F	N	N	F
S Education, Certificates, and Licenses				
Education level, academic discipline, recorded	F	F	F	F

F: Fully Implemented N: Not Implemented P: Partially Impl I: Impl underway S: Impl begins 90 days Y: Impl begins one year	<u>AF</u>	AR	<u>NA</u>	DLA
T Employee Development and Training				
Monitor length of service agreements	F	F	F	F
•	_	_	_	Ľ
	_	_		
Report bargaining unit status System supports merit pay	F F	F F	F F	F F
W Mobilization and Emergency-Essential Programs				
Can operate mobilization module from emrgnys command cntrs Identification and placement of overseas evacuees & family Identify additural postns required in mobilization scenario Identify emergency essential positions Identify key positions occupied by ready reservists Identify military retirees in current work force Identify reservists in civilian work force Support time-phased mobilization requirements System supports WARMAPS	P P F F F F P P	P P F F F F P P	PPFFFFYY	N N N F N F N N
Y Computer System Control				
Download/upload data from mainframe master files to PC's Front-end validation of personnel actions History data longevity List products generated by system each day Menu-driven screens for data entry Menu-driven screens for retrieval of data Menu-driven screens for viewing data On-line access for making queries to the data base On-line access for viewing data On-line access with validation/updating capability Produce system utilization & scheduling reports for sys mgr Report end-of-day edits, with explanations Reserve set of data elements for discretionary use by agency Reserve set of data elements for local discretionary use User friendly input screens, transaction-oriented			FFFFISSFFFFFFFF	
Z Demonstration Programs				
Accommodate DoD demonstration projects	F	F	F	F
AA Compensation				
Automatic processing of routine actions: WIGI, pay adj, etc Calculate merit pay Maintain data on retained pay Set pay through automated application of pay tables	F F F	F F F	F F F	F F F
AC Non-standard Personnel Categories				
Data on Direct Hire Foreign National employees	F	F	F	N

P:	P: Partially Impl I: Impl underway						DLA
Data on Indirect Hire Foreign National employees Non-standard personnel procedures (e.g., Title X, pay bands)					F F	F F	N F
AD	Integration with Othe	r Inf	ormation Systems				
Automated	conversion to CPDF/DM	DC fo	rmats during data export	F	F	F	F

Total Capabilities in Priority 1: 82

Total PDS-C Implementation: 82 (100%)

Total APCAPS Implementation: 66 (80%)

Priority: 2

B Position Classification and Record Keeping				
<pre>Identify & track positions in health risk areas Identify physical requirements of positions</pre>	F Y	F Y	F Y	N N
D Injury Compensation				
Interface with payroll system for employees on injury comp	Y	N	N	F
E Employee Benefits				
Automated estimating of CSRS annuities Automated estimating of FERS annuities	F	F N	F P	F P
F Interface with non-civilian personnel functions				
Automated interface with payroll for recording time & attend Managers can perform analysis of budgetary impacts Rpts on actual expenses (salaries, benefits, entitlements)	N I I	N N N	N N N	F P F
I Security				
Provide tickler notices on security updates	F	F	F	N
K Non-pay status actions other than disciplinary				
Automatically return empl to duty when non-pay status ends	Y	N	N	N
N CCPO Management		٠.		
SF-52 Tracking	F	F	F	P

F: Fully Implemented N: Not Implemented P: Partially Impl I: Impl underway S: Impl begins 90 days Y: Impl begins one year	<u>AF</u>	<u>AR</u>	<u>NA</u>	DLA
O Equal Employment Opportunity and Reporting				
Process & track informal individual complaints of discrim Process & tracking of informal class actn complnts of discri	N N	F F	S S	N N
P Staffing and Placement				
Interfaces with affirmative employment plan Track employee clearance relative to position sensitivity Track progress of employees in developmental assignments	F F	N N F	N N F	N N F
S Education, Certificates, and Licenses				
Provide information on prof certificates and licenses	F	F	F	F
T Employee Development and Training				
Automated training budget development from approved training Automates the development of the annual training plan Electronic monitoring of requested vs actual training Generate class rosters Match training availability to needs Track training costs by organization and employee	F	F	F F F F F	s s s s s
U Labor Management Relations				
Provide information on employee assistance programs Report number and types of Unfair Labor Practice complaints	F N	F S	F N	F I
V Complaints and Appeals				
Complaints & appeals info is available to all rptng channels Identify grievances and decisions rendered Provide grievances info (both negotiated & agency proced) Provide info on appeals (decisions and actions)	N N N	S	Y Y Y Y	I I I
W Mobilization and Emergency-Essential Programs				
Maintain key data elements on emergency essential positions	P	P	P	N
Y Computer System Control				
Electronic history maintenance i\f with HQ. system Report to user for confirmation of validity of data on syst	F F	F F	F F	F F
AA Compensation				
Set pay as part of placement process	P	N	P	N

Fully Implemented Partially Impl Impl begins 90 days Not Implemented Impl underway F: N: P: I:

Impl begins one year Y: <u>AF AR NA DLA</u>

Total Capabilities in Priority 2: 33

Total PDS-C Implementation: 32 (97%)

Total APCAPS Implementation: 23 (70%)

Priority: 3

A Manpower Authorization Control				
Automated position authorization, estab. & history Automated preparation of org charts & update by svcd orgs	P F	N N	N N	P F
B Position Classification and Record Keeping				
Tickler notices indicating time for position audit	F	F	F	F
G Unemployment Compensation				
Provide capability to track, report, and validate claims	F	N	N	N
N CCPO Management				
SF-52 Fallback, recovery, and backup Tickler on due dates for physical examinations	I F	N F	Y F	P N
P Staffing and Placement				
Automated internal placement with worldwide connectivity Automated merit promotion closeout records Automated rating and ranking, includes past employm history Prepare and maintain staffing plans	F F F	N N N	N P P N	N N N
Q Applicant Identification and Record Keeping				
Info on awards, training, perfrmnce, edction, & expr of appl	F	F	F	F
T Employee Development and Training				
Certificates of course completion Electronic access/input to training needs surveys Electronic tracking of personnel training Prepare course acceptance letters Produce training plan on basis of duties & respons in posn Schedule & enroll participants in on-site courses	n f f f f	N F F F F	F F F F F	S S S S S S

F: P: S:	Fully Implemented Partially Impl Impl begins 90 days	N: I: Y:	Not Implemented Impl underway Impl begins one year	<u>AF</u>	<u>AR</u>	<u>NA</u>	DLA
х	Skills Inventory Data						
Automated	skills inventory data	file	:	F	N	N	N
Y	Computer System Contr	01					,
Input/acc Report to	ess to data - flow to user to confirm data	perso recen	onnel office, mainframe tly entered	I F	N F	S F	P F
AC	Non-standard Personne	1 Cat	egories				
Data on N Interface	AF employees between NAF personnel	and	payroll systems	F N	F Y	N N	N N
AD	Integration with Other	r Inf	Formation Systems				
Share dat	a with systems of othe	r age	encies (DOL, States, etc)	F	F	F	F

Total Capabilities in Priority 3: 23

Total PDS-C Implementation: 23 (100%)

Total APCAPS Implementation: 14 (61%)

Total Number of Functional Capabilities Evaluated: 138

Ability of Systems to Meet Functional Priorities Capabilities of Non-Core Systems Only

Priority 1: Mandatory Priority 2: Highly Desirable Priority 3: Desirable

Not Implemented Impl underway F: Fully Implemented N: Partially Impl I: P:

Impl begins one year S: Impl begins 90 days AF AR NA DLA Y:

Priority: 1

U Labor Management Relations

N N N I Provide information on drug testing program

> Total Capabilities in Priority 1: 1

Total PDS-C Implementation: 0 (0%)

Total APCAPS Implementation: 1 (100%)

Priority: 2

B Position	Classification and Record Keeping		
Automated production	on of PD's with evaluation statements I N	P	N
C Classific	cation of Past Experience		
Automated SF-172 fo	or education, experience, training by empl I N	N	N
N CCPO Mana	gement		
	sted document creation I N thentication/approval I N	Y Y	P P
P Staffing	and Placement		
Automated RIF & out Calculation and rev	placement - match people with positions N P rision of Service Computation Date F N	N N	N N
T Employee	Development and Training		
Automated system fo	or trng requests & associated tvl orders P P	P	P

Fully Implemented Partially Impl Impl begins 90 days F: P:

N: Not Implemented
I: Impl underway
Y: Impl begins one year AF AR NA DLA

Total Capabilities in Priority 2: 7

Total PDS-C Implementation: (100%)

Total APCAPS Implementation: (43%)

Priority: 3

D Injury Compensation				
Employee/supvsr enter CA-1/2 form from terminal Generate CA-16/17 for physicians' use Match injured employees physical capabilities with positions	Y Y Y		N N N	N N N
E Employee Benefits				
Automated on-line FEHB registration by employees (SF 2809) Empl can review and update FEHB participation info on-line Empl can update FERS & TSP participation info on line	Y P Y	N N N	N Y Y	N N N
J Performance Management				
Generate performance standards on basis of duties & respons	P	N	N	N
M Awards (including Suggestions)				
Estimate budget impact on award distribution	P	N	N	N
N CCPO Management				
SF-52 Electronic filing subsystem SF-52 Electronic transmission and tracking of documents	I	N N	Y Y	P P
P Staffing and Placement				
Electronic access to job announcement information Generate KSA's on basis of duties & responsibilities Track, schedule physical examinations & follow-ups	I I I	N N N	N F N	N N N
Q Applicant Identification and Record Keeping				
External applicants: automated referral & selection External applicants: build employee rcd from applicant file	I	N N	P N	N N
R Agency Career Programs			•	
Electronic access to career brief by employee, supv, CPO	I	N	N	N

Fully Implemented Partially Impl Impl begins 90 days F: N: Not Implemented P: I: Impl underway Y: Impl begins one year S: AF AR NA DLA Electronic access to career opportunity announcements by emp Electronic maintainance by career registrant to own record N Ν Ν AA Compensation Initiate processing for PCS moves Y N P N

Total Capabilities in Priority 3: 19

Total PDS-C Implementation: 19 (100%)

Total APCAPS Implementation: 2 (11%)

Total Number of Functional Capabilities Evaluated: 27

ATTACHMENT 7

Needed Enhancements To DoD Civilian Personnel Information Systems

Needed Enhancements to DoD Civilian Personnel Information Systems

Under the scenarios being evaluated for the interim standard system configuration for civilian personnel and equal employment opportunity, it appears that either PDS-C or APCAPS can serve as a platform for evolution into the future system. Such an evolutionary process, supported with a steady but moderate flow of funds, can avert the need for total system replacement that could have significant impact on other CIM functional areas. To ensure that such an evolutionary process occurs, two general actions are recommended:

- expediting the development and deployment of enhancements to PDS-C and/or APCAPS (dependent on interim system decision) with a change in the concept that would open the system to accommodate the needs of all DoD components. The architecture should be redirected to a distributed processing environment which provides options for users who prefer to implement the functionality of the system on a single minicomputer, rather than a network of minicomputers, or on a microcomputer or network of micros:
- implementing comprehensive, headquarters systems for all Defense components. The intent is to provide on-line access for all headquarters echelons under a multi-user architecture using the query capabilities of a modern relational database query capability (e.g., a 4GL);

In addition, the following is a list of specific enhancements required to the interim standard DoD system(s):

REQUIRED FUNCTIONAL ENHANCEMENTS	To PDS-C	To APCAPS	REMARKS
Electronic reporting of Time and Attendance	x		integrated or interfaced with Payroll
Reduction In Force (RIF) Application	x	x	Options include: Army RIF Runner; Navy Rightsizing & Documentation System (RADS)

			•	•
Labor/Management Relations (LMER)		х		Classification, Management- Employee Relations Tracking System (CMERTS)-Army
EEO Tracking and Reporting			x	Complaints & Appeals Tracking System (CATS)-Army. PDS-C contains module
Foreign National Support			х	needs to cover direct and indirect hires
Mobilization			x	To be developed
Electronic writing Position Descript KSAs, and Perform Standards	ions,	ж	х	CORE DOCUMENT-Air Force; PD Writer- Navy; Computer Assisted Personnel System (CAPS)-Navy
Affirmative Emplo	oyment	x	x	module of AF Personnel Concepts- III (PC-III)
Automated SF-172		x	x	module of AF PC-III
Appraisal Modelin	ng	x	x	module of AF PC-III
Award Modeling		ж	x	module of AF PC-III
Electronic issua of TDY Orders	nce	x	x	Navy Generic Users Software (GENUS) package; module of AF PC-III
Manage Security	Clearances	x	x	<pre>interface with Central Clearance Facility/Security Office/Manager; module of AF PC-III</pre>

Schedule Physical Exams	х	x]	interface with Hospital/Medical systems; module of AF PC-III
Applicant Supply File	x	x	Review existing stand alone systems
Fully Automated Merit Promotion System	х	x	Promotion Placement Referral System (PPRS)-Air Force Computer Assisted Personnel System (CAPS)-Navy
Electronic SF-52 (Initiation to generation of an SF-50)	x	x	Personnel Action Reporting System (PARS)-DLA; module of AF PC-III; Several existing stand alone systems
Thrift Savings Plan Enrollment and Changes Electronically	x	x	module of AF PC-III
Expert system for managing to budget/payroll/unit cost (to include downsizing/RIF separation costs)	x	х	several existing stand alone systems
Electronic DD Form 1556	x	х	Navy GENUS package; module of AF PC-III; several stand alone systems
FEHB Plan Enrollment and Changes Electronically	х	х	module of AF PC-III
Workers Compensation Program (from injury to removal from the rolls)	x	x	Portions of this program are auto-mated at various activities; module of AF PC-III
Automated system for computing Service Computation Date	x	x	Air Force stand alone

Expert system for Pay Setting	Х	Х	Air Force stand alone
Electronic Activity Training Plan	x	x	review stand alone systems; module of AF PC-III
Expert system for Permanent Change Station (PCS) (including issuance of travel order and prep- aration of claim packages)	х	х	
Processing Employees for Overseas	x	х	Civilian Personnel Overseas Processing System (CPOPS)-Navy stand alone
User Friendly front ends	x		Electronic System for Personnel (ESP) & Computer Assisted Personnel (CASPER) - Navy; module of AF PC-III
Electronic interface with Priority Placement Program	x	х	ESP - Navy
Forecasting Manpower Requirements	x	x	to be developed
A Human Resources Management Information Expert System	x	x	under development by DLA

The objective here is to provide an architecture which supports user-friendly access to the Personnel Data Base by a variety of customers (Management, Employees, Applicants and Internal and External Interfaces). Direct access would reduce some demands on the shrinking resources within the CHRM/EEO operating offices while at the same time improving service delivery.